

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF PLATA EQUITY AGREEMENT FOR BARGAINING UNIT 16**

**Exclusive Employee Representative  
Union of American Physicians and Dentists**

**July 2007**

**Number of Employees:** Affects approximately 192 full-time equivalents.

***Summary***

This agreement is in response to the Plata order which provided significant salary increases to the California Department of Corrections and Rehabilitation (CDCR) Physician, Surgeon and Podiatrist classifications thereby creating a significant number of vacancies in the Department of Development Services (DDS), the Department of Mental Health (DMH) and the Department of Veterans Affairs (DVA) due to DDS, DMH and DVA employees seeking employment at the CDCR because of the increased salaries provided by the Plata decision.

This agreement provides the following:

***I. Compensation***

- Effective July 1, 2007, DDS, DMH and DVA Physicians and Surgeons will receive salary increases 18% less than that provided to the CDCR Physician and Surgeon classifications as outlined in the Plata order.
- Effective January 1, 2008, DDS, DMH and DVA Podiatrists will receive salary increases 18% less than that provided to the CDCR Podiatrists as outlined in the Plata order.

***II. Retirement***

PERSability for the affected classifications shall be implemented in stages not to exceed three years to reach full PERSability, as follows:

- Salary increases below 15% shall be fully PERSable.
- Salary increases between 15% - 30% shall be implemented in stages over a two-year period.
- Salary increases above 30% shall be implemented in stages over a three-year period.